

We're Hiring a: **Quality Assurance Lead**

Who We Are

We're global experts in business relationship measurement, benchmarking, and trend tracking + monitoring. As a trusted advisor to our clients we provide powerful insights that help them improve their business relationships and achieve commercial success. Our clients are the leading fast-moving consumer goods companies around the world and the retail organizations that they supply.

What We Do

We conduct our benchmarking research studies in over 40 countries and have been dedicated to this purpose for over 30 years. We analyse relationships between global retailers and manufacturers.

The Role

We're looking for a Head of Quality to be accountable for quality assurance across our enterprise software products. In this role you'll define and improve processes, identify and mitigate risks, and implement tooling and automation solutions. You'll focus on finding the best processes and solutions to improve the quality of our products while helping improve development speed.

Working in our application development team based in Toronto you'll play a crucial part in everything we do to improve quality and development time, and release better products more consistently. You'll be working in a growing, Agile development environment.

Who You Are

You will be a great fit for this position if you want to help build a culture of quality and highly efficient software from the ground up. We understand awesome software requires more than just testing. It involves improvements to processes, tools and testing approaches. It involves collaborating closely with and training developers, understanding our products and innovating constantly. If you're someone that actively advocates for and implements change, someone who continually develops and balances both technical and soft skills, someone who understands that making great software requires the prevention of problems and not just finding them, then this position was made for you.

What You'll Do

- Design and implement Advantage's quality assurance model across new and existing applications
- Build a team to deliver and grow the quality assurance model
- Advise development teams on process creation or improvement
- Advise development teams on best practices for product development
- Work with development team leads to assess the level of risk in the product roadmap and upcoming work
- Implementing solutions that allow teams to work faster

Additional responsibilities of the role include:

- Implementation of test automation suites to find opportunities for improvement in test efficiency and effectiveness
- Identifying, promoting and supporting the adoption of innovative tooling and approaches to drive high-quality product and engineering practices in the development team
- Providing coaching or identifying specialists to provide support in aspects of product quality such as serviceability, recoverability, performance, security, disaster recovery, internationalisation and accessibility

What You'll Need

To achieve the above, you will have experience in most of the following:

- Over five years in a QA role where you were responsible for end-to-end product or feature development (includes contributing to the acceptance criteria, assessing and flagging risks)
- Different levels of testing (unit, integration, acceptance, exploratory)
- Defining QA processes for a project team
- Define quality goals in a project or team and measuring these
- Designing and/or implementing solutions (process improvement, tooling, etc.)
- Coaching others on quality assurance and testing
- Team building and leadership
- Improvements to the CI/CD process (e.g. integrating automated tests and other checks)

The following skills/experience are a plus:

- Performance and security testing
- Knowledge in the following technologies: Java, Angular and Postgres
- CMSQ/CMST or equivalent certification

Why Should You Work for Us?

Advantage offers an excellent work-life balance, including the following:

- Central downtown location near King subway station
- Stable company, with an established client-base that will be sustained and grow because of its vision and strong leadership
- Friendly and open caring culture: social events, comfortable work environment
- Passionate team members who care
- Fast paced youthful environment

To apply, send your cover letter and CV to our Human Resources Team at resume@advantagegroup.com

We thank all applicants, but only those with relevant qualifications will be contacted.